



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2023–24**  
(C2024/1)

**PREMIXED CONCRETE AWARD 2020**  
[MA000057]

Cement and concrete products

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, 18 JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 16.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	915.60	24.09
Level 2	923.50	24.30
Level 3	954.60	25.12
Level 4	980.40	25.80
Level 5	1032.30	27.17

2. By deleting the year “2023” in clause 16.4(b) and inserting “2024”.
3. By deleting the amount “\$28.52” appearing in clause 18.2(b) and inserting “\$29.59”.

4. By deleting the table appearing in clause 18.2(c)(i) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
3–5 employees and/or delivery vehicles	35.61
6–10 employees and/or delivery vehicles	39.62
More than 10 employees and/or delivery vehicles	53.84

5. By deleting the amount “\$17.94” appearing in clause 18.2(d) and inserting “\$18.61”.

6. By deleting the table appearing in clause A.1.3 and inserting the following:

	<b>Monday to Friday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Level 1	24.87	62.18
Level 2	25.08	62.70
Level 3	25.90	64.75
Level 4	26.58	66.45
Level 5	27.95	69.88

7. By deleting the table appearing in clause A.1.4 and inserting the following:

	<b>Day work</b>	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night shift</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>115%</b>	<b>115%</b>	<b>130%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	24.87	28.60	28.60	32.33	62.18
Level 2	25.08	28.84	28.84	32.60	62.70
Level 3	25.90	29.79	29.79	33.67	64.75
Level 4	26.58	30.57	30.57	34.55	66.45
Level 5	27.95	32.14	32.14	36.34	69.88

8. By deleting the table appearing in clause A.1.5 and inserting the following:

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	37.31	49.74	37.31	49.74	49.74
Level 2	37.62	50.16	37.62	50.16	50.16
Level 3	38.85	51.80	38.85	51.80	51.80
Level 4	39.87	53.16	39.87	53.16	53.16
Level 5	41.93	55.90	41.93	55.90	55.90

9. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Day work</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Level 1	31.09	68.39
Level 2	31.35	68.97
Level 3	32.38	71.23
Level 4	33.23	73.10
Level 5	34.94	76.86

10. By deleting the table appearing in clause A.2.2 and inserting the following:

	<b>Day work</b>	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night shift</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>125%</b>	<b>140%</b>	<b>140%</b>	<b>155%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	31.09	34.82	34.82	38.55	68.39
Level 2	31.35	35.11	35.11	38.87	68.97
Level 3	32.38	36.26	36.26	40.15	71.23

	Day work	Afternoon	Night	Permanent night shift	Public holiday
	% of ordinary hourly rate <sup>1</sup>				
	125%	140%	140%	155%	275%
	\$	\$	\$	\$	\$
Level 4	33.23	37.21	37.21	41.20	73.10
Level 5	34.94	39.13	39.13	43.32	76.86

11. By deleting the amount “\$920.10” appearing in clause B.1.1 and inserting “\$954.60”.

12. By deleting the table appearing in B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry disability allowance <sup>1</sup>	18.2(b)	3.1	29.59	per week
Leading hand allowance— 3–5 employees and/or delivery vehicles <sup>1</sup>	18.2(c)	3.73	35.61	per week
Leading hand allowance— 6–10 employees and/or delivery vehicles <sup>1</sup>	18.2(c)	4.15	39.62	per week
Leading hand allowance— More than 10 employees and/or delivery vehicles <sup>1</sup>	18.2(c)	5.64	53.84	per week
First aid allowance <sup>1</sup>	18.2(d)	1.95	18.61	per week

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2024.



PRESIDENT

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